



JOINT MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

And

Bellingham Police Guild

And

Fraternal Order of Police, Lodge 24

And

What-Comm Dispatchers Guild

And

Guild of Pacific Northwest Employees Local 1937

And

Teamsters Local 231

- I. **PURPOSE:** This Memorandum of Understanding outlines the mutual agreement between the parties regarding eligibility for a recruitment bonus.
- II. **SCOPE:** This agreement covers members of the Bellingham Police Guild, Fraternal Order of Police Lodge 24, Guild of Pacific Northwest Employees Local 1937 and Teamsters Local 231 bargaining units. Employees serving in an assignment with a primary focus on recruitment for the Police Department will not be eligible for the bonus under the terms of this agreement. *What-Comm Dispatchers Guild*
- III. **NO PRECEDENT:** This agreement is established in response to the Police Officer and What-Comm Dispatcher vacancies currently existing at the Bellingham Police Department and resulting staffing shortage. This agreement is not intended to set a precedent for similar circumstances in the future.

IV. AGREEMENT:

WHEREAS, the parties recognize that vacancies in Police Officer and What-Comm Dispatcher positions have resulted in ongoing challenges including increased overtime for current staff and reduced level of service to the public through an inability to fill specialty assignments and increase minimum staffing requirements based on current call volume;

WHEREAS, the parties have a joint interest in filling vacant Police Officer and What-Comm Dispatcher positions to provide essential public safety services to residents of the City of Bellingham; and,

WHEREAS, the City of Bellingham recognizes employees of the Bellingham Police Department for actively engaging in recruitment efforts to fill vacant Police Officer and What-Comm Dispatcher positions.

NOW, THEREFORE, the parties agree that:

An employee who refers a candidate for employment "a recruiter" to fill a vacant, budgeted Police Officer or What-Comm Dispatcher position in the Bellingham Police Department will be eligible for a \$5000 recruitment bonus if that candidate is hired by the City as a new Police Officer or What-Comm Dispatcher. The bonus will be paid under the following terms:

- A recruiter will receive \$2,000 after the new Police Officer successfully completes Field Training or the new Dispatcher successfully completes both call receiver and radio training and moves into the Dispatcher II classification.
- A recruiter will receive an additional \$3,000 after the new Police Officer or Dispatcher successfully completes their probationary period.
- A recruiter must ask any candidate they refer to provide the name of the recruiter on the employment application or to Human Resources prior to hire and in no case later than the first day of employment with the City for the recruiter to be eligible for the bonus. The candidate's City of Bellingham employment application must be submitted during the term of this agreement to be considered eligible.
- A recruiter shall be prohibited from being assigned as Field Training Officer, or directly responsible for probationary evaluations of a new employee they recruited during the new employee's probationary period.
- A recruiter will not be eligible for a bonus if the position offered to a candidate is not a regular, budgeted Police Officer or What-Comm Dispatcher position.
- A recruiter must be an active employee on payroll at the time the bonus is paid.
- Bonus payments constitute wages and are subject to employee payroll deductions and withholdings.

This Memorandum of Understanding shall be effective immediately upon full execution and shall automatically sunset on 12/31/2023 unless extended prior to expiration at the discretion of the Chief of Police if significant vacancies in Police Officer and What-Comm Dispatcher positions continue to exist.

EXECUTED, this 26 day of Jan, 2022 for **Bellingham Police Guild:**


President

EXECUTED, this 25 day of Jan, 2022 for **Fraternal Order of Police:**

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EXECUTED, this 14 day of February, 2022 for **What-Comm Dispatchers Guild:**


President

EXECUTED, this 4th day of January, 2022 for **Local 1937:**


President

EXECUTED, this 3rd day of January, 2022³ for **Teamsters Local 231:**


Secretary/Treasurer

DATED this 22nd day of February, 2022³ for the **CITY OF BELLINGHAM:**


Mayor

ATTEST:


Finance Director


Police Chief


Human Resources Director

APPROVED AS TO FORM:


Office of the City Attorney